


<b>CHARGE OF DISCRIMINATION</b>		ENTER CHARGE NUMBER	
This form is affected by the Privacy Act of 1974; see Privacy Act Statement on reverse side before completing this form.		<input type="checkbox"/> FEPA	410-2022-08986
		<input checked="" type="checkbox"/> EEOC	<b>410-2024-00140</b>
_____ and EEOC			
(State or local agency, if any)			
NAME (Indicate Mr., Ms., or Mrs.) <b>Ms. Ashley Hulsey</b>		Home Telephone No. <b>(770) 286-3403</b>	Date of Birth
STREET ADDRESS (CITY, STATE AND ZIP CODE (COUNTY)) <b>284 Fireside Drive, Wedowee, Alabama 36278</b>			
NAME IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)			
NAME <b>Carroll County Board of Commissioners</b>		NO. OF EMPLOYEES/MEMBERS <b>500+</b>	TELEPHONE NUMBER <b>(770) 830-5800</b>
STREET ADDRESS CITY, STATE AND ZIP CODE <b>323 Newnan Street, Carrollton, Georgia 30117</b>			
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> AGE <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> DISABILITY		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (Month, day, year) <b>Continuing</b>	
My name is Ashley Hulsey. My employer, the Carroll County Board of Commissioners, has subjected me to discrimination and to a hostile work environment based on my gender (female) and to retaliation and a retaliatory hostile work environment in violation of Title VII of the Civil Rights Act. Please see Attachment A to my EEOC Charge of Discrimination.			
<input type="checkbox"/> I also want this charge filed with the EEOC. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - (When necessary to meet State and Local Requirements)	
I declare under penalty of perjury that the foregoing is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
Date <b>Oct 4, 2023</b>		SIGNATURE OF NOTARY	
Charging Party (Signature)  <b>Ashley Hulsey (Oct 4, 2023 18:59 EDT)</b>		SUBSCRIBED AND SWORN TO BEFORE ME THIS	
		DATE (Day, month, and year)	

ATDO Received on 10-4-2023

## PRIVACY ACT STATEMENT

(This form is covered by the Privacy Act of 1974, Public Law 93-579: Authority for requesting the personal data and the uses are given below.)

1. FORM NUMBER/TITLE/DATE. EEOC Form 5, CHARGE OF DISCRIMINATION, March 1984.
2. AUTHORITY. 42 U.S.C. § 2000e-5(b), 29 U.S.C. § 211, 29 U.S.C. § 626.
3. PRINCIPAL PURPOSE (S). The purpose of the charge, whether recorded initially on this form or in some other way reduced to writing and later recorded on this form, is to invoke the jurisdiction of the Commission.
4. ROUTINE USES. This form is used to determine the existence of facts which fall within the Commission's jurisdiction to investigate, determine, conciliate and litigate charges of unlawful employment practice. Information provided on this form will be used by Commission employees to guide the Commission's investigatory activities. This form may be disclosed to other State, local and federal agencies as may be appropriate or necessary to carrying out the Commission's functions. A copy of this charge will ordinarily be served upon the person against whom the charge is made.
5. WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL FOR NOT PROVIDING INFORMATION. Charges must be in writing and should identify the parties and action or policy complained of. Failure to have a charge which identifies the parties in writing may result in the Commission not accepting the charge. Charges under Title VII must be sworn to or affirmed. Charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to provide the requested information.
6.  Under Section 706 of Title VII of the Civil Rights Act of 1964, as amended, this charge will be deferred to and will be processed by the State or local agency indicated. Upon completion of the agency's processing, you will be notified of its final resolution in your case. If you wish EEOC to give Substantial Weight Review to the agency's findings, you must send us a request to do so, in writing, within fifteen (15) days of your receipt of the agency's finding. Otherwise, we will adopt the agency's finding as EEOC's and close your case.

## NOTICE OF NON-RETALIATION REQUIREMENTS

Section 704(a) of the Civil Rights Act of 1964, as amended, and Section 4(d) of the Age Discrimination in Employment Act of 1967, as amended, state:

It shall be an unlawful employment practice for an employer to discriminate against any of his employees or applicants for employment, for an employment agency to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership, because he has opposed a practice made an unlawful employment practice by this title or because he has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this title.

The Equal Pay Act of 1963 contains similar provisions. Persons filing charges of discrimination are advised of these Non-Retaliation Requirements and are instructed to notify EEOC if any attempt at retaliation is made.

**ATTACHMENT A to Ashley Hulsey's EEOC Charge of Discrimination**

1. My name is Ashley Hulsey (female), and I am currently employed by the Carroll County Board of Commissioners (the "CCBC").
2. I have worked for Carroll County since 2013 and have been the Communications Director for the CCBC for the past three years.
3. Current CCBC Chairman Michelle Morgan is the first ever female Chairman of CCBC.
4. All six CCBC Commissioners are men.
5. District 5 Commissioner Ernest ("Ernie") Reynolds has a problem with women, specifically women in positions of power. Many women and other men have also noticed that Mr. Reynolds has a problem with women being in charge.
6. Regarding Reynolds and another Commissioner, one Commissioner has acknowledged to me that, "I think they feel some way about women who are in charge."
7. Mr. Reynolds has disparagingly referred to me, the county clerk, and the administrative specialist as Chairman Morgan's "office girls."
8. I am so much more than an "office girl," and I feel his offensive comments undermine my professionalism and my position as a Director. I have served for 13 years in law enforcement in this County and didn't wear a badge just to be called an "office girl."
9. At the end of January 2023, at the CCBC retreat, Mr. Reynolds became very heated and began ranting about many tasks that he felt needed to be done. When I suggested he spearhead some of the tasks, he responded that it wasn't his job to do paperwork, that was for the people in the office of the Chairman (all of whom are women) and that they had the time because they didn't really do a whole lot every day. During his tirade, he pointed his finger at the Chairman.
10. Afterward, I privately advised Mr. Reynolds that it looked like he was targeting the women in the Chairman's office, that people had been saying that he was picking on women, and that he should be more mindful. He did not respond.
11. Mr. Reynolds does not know the actual scope of my job duties and often downplays my job. Mr. Reynolds and some other men on the CCBC have a condescending running joke that as Communications Director I just "play on Facebook all day."
12. Every County employee received a raise this past fiscal year, and some department heads, including myself, received higher raises.
13. At a June 13 CCBC meeting, Mr. Reynolds publicly called out the fact that I, along with Solid Waste Director Jacqueline Dost (female) and another woman, received an additional raise above that received by all County employees.
14. He stated that it wasn't fair, that we took away money from the other 600-plus County employees, that it was a "waste," and that he did not understand why we received higher raises. He falsely claimed we did not take on additional responsibilities justifying the raises.
15. He called the raises "inequity in salary increases" and "favoritism," which he blamed on the (female) Chairman. He indicated that we were given money that was not earned.

16. He then made similar comments at CCBC meetings, in the local newspaper, and on the Community Voice on the WLBB radio station.
17. However, he did not say anything about the three male department heads who also received higher raises.
18. He also did not ask about the salary budgets for constitutional officers but only targeted the female Chairman and female employees in her office for criticism. Mr. Reynolds and some of the other male Commissioners try to undermine the Chairman and take control away from her because she is a powerful woman.
19. A few Commissioners reached out to me to express their support after the meeting and acknowledged Mr. Reynolds' wrong and discriminatory treatment of us.
20. Mr. Reynolds' comments were also strange because the raises were implemented during the prior fiscal year, not as part of the budget being actively discussed at the time.
21. After the June 13 CCBC meeting, I approached Mr. Reynolds and asked him why he thinks that I and the other women are not worth the money we are making. He said he would check his calendar and meet with me but never did so.
22. I asked Mr. Reynolds why he did not call out the men who received more money, and he simply said, "That's different." He did not explain why male department heads receiving raises is "different."
23. After his WLBB interview, in which the interviewer questioned why he only targeted female employees for criticism about their raises, Mr. Reynolds sent out an email on July 6, 2023 stating that I should put out "untainted" information. He sent this email to the Chairman and to several Commissioners but did not include me on it.
24. He said, "Maybe the County Communications Director could communicate such perspectives [regarding the USDA and raises] to the media/public-to ensure a more complete and untainted perspective is broadcast."
25. This baseless criticism is harmful to my professional reputation as Communications Director and is a direct attack on my credibility. I believe he blames me for the radio interview.
26. Because of Mr. Reynolds' false and biased narrative, we have been ostracized, glared at, and whispered about by the other County employees, who now believe we are the only employees that received higher raises.
27. Chairman Morgan ordered jackets featuring the County logo for the Commissioners, Department heads, and other employees to wear on official occasions. In response to this, Mr. Reynolds derogatorily referred to the CCBC as a college "sorority."
28. In response to an email about the logo jackets, Mr. Reynolds said, "you can put lipstick on a pig, but it's still a pig."
29. The County has two County attorneys, one male and one female, but Mr. Reynolds will only communicate with the male attorney on a regular basis.
30. Mr. Reynolds berates and harshly, unfairly criticizes female CCBC employees, including in public CCBC meetings and in emails which include constituents.

31. Mr. Reynolds publicly blames, criticizes, and undermines Chairman Morgan (female), implying she is not competent. For example, he notified constituents via email that he was required to go through Chairman Morgan regarding issues with public roads, stating “this is not the way I want things to happen and it is not best for our constituents – but it is what the Chairman now requires.”
32. He also sends extremely condescending and belittling internal emails to Chairman Morgan, to the County Clerk Lynda Bingham, to Ms. Dost, and to me, but not to men.
33. Mr. Reynolds has criticized and belittled Animal Shelter Director Christy Owens (female), publicly and in emails.
34. Mr. Reynolds has criticized and belittled Carroll County constituent and business owner Becky Preston (female) and sent her condescending emails.
35. In contrast, he often praises male employees and Commissioners.
36. In August 2023, Mr. Reynolds praised a male colleague and his department at a public meeting for all of their hard work on a project.
37. Even though I was the head coordinator for the project, I received no recognition or acknowledgment from Mr. Reynolds for the hard work, time, and effort I put into the project to save the County time and money.
38. When E-911 Director Felicia Rowland (female) requested a vehicle for her department, Mr. Reynolds condescendingly questioned her despite that funds for the vehicle were available.
39. In contrast, Community Development Director Ben Skipper (male) faced no resistance when he requested a vehicle for his department.
40. In March 2021, the Public Works Director (male) faced no resistance when he requested a dump truck for his department, after two trucks were wrecked.
41. In November 2022, the Public Works Director asked for \$1.3 million to purchase vehicles and faced no resistance. Mr. Reynolds did not ask any questions.
42. On July 6, 2023, I made a protected complaint of discrimination via email to several officials including Chairman Michelle Morgan, HR Director Anne Lee, County Attorney Avery Jackson, and Mr. Reynolds.
43. In my complaint I specifically reported Mr. Reynolds’ biased comments regarding raises in which he called out only the female employees that were given raises, and not the male employees.
44. I also reported that when I had asked Mr. Reynolds why he did not call out the men who received more money, he simply said “That’s different.”
45. I also reported that it “seems to me this is a male/female issue, and not about the work at hand.”
46. I described how “I personally feel discriminated against as a woman by Commissioner Reynolds” and how other women in the County also feel they are treated differently by him.
47. Ms. Dost and I each also filed internal grievances regarding Mr. Reynolds’ treatment of us and of our female colleagues.

48. Since I spoke up about the gender disparities, Mr. Reynolds and other Commissioners and employees have retaliatorily ostracized me, isolated me, and cast me out.
49. I believe that Mr. Reynolds wants to get rid of me and have my employment terminated. There has been discussion of eliminating my position and Ms. Dost's from the budget.
50. Mr. Reynolds has stopped including me on work-related email correspondence on which I historically would have been included.
51. County Attorney Avery Jackson told me that District 3 Commissioner Tommy Lee stated that I was not to be in the same meetings he was in, or he would not come to them. This has made my job difficult and hindered my performance of my job duties, as my projects require me to meet with the district commissioners, which I have always done in the past.
52. Previously, one Commissioner and I spoke almost daily and worked closely together to share information about current projects with the public. Now, however, he has abandoned me as a friend and colleague and only includes me in necessary business matters.
53. After I objected to Mr. Reynolds' treatment of us, one Commissioner told other Commissioners and employees that I was just being a "moody woman and was overreacting to a minor situation."
54. Previously, I often had lunches and dinners with County Commissioners and employees, but they have stopped inviting me. I often attended "Catfish Friday" at Jones BBQ, but it is now attended only by men.
55. CCBC has done nothing to prevent or correct the gender discrimination and retaliation to which Mr. Reynolds and other men at CCBC have subjected us.
56. One CCBC Director stated "I am still planning to have a conversation with" Mr. Reynolds and "I will get my opportunity sooner or later" and agreed with me that Mr. Reynolds needed to be held accountable, but to my knowledge has taken no action.
57. As a result of the gender discrimination and retaliation, I feel very disconnected and like an outcast in the community I love and work hard for. It has taken the joy out of my job. The experience has been extremely distressing.
58. Several other female CCBC employees and constituents have approached me to share that they also feel targeted for being a woman but fear retaliation.
59. Because of District 5 Commissioner Ernest Reynolds' and other male Commissioners' discriminatory and retaliatory treatment of me, the Carroll County Board of Commissioners has subjected me to (1) discrimination and (2) a hostile work environment based on my gender (female), (3) retaliation, and (4) a retaliatory hostile work environment, all in violation of Title VII of the Civil Rights Act of 1964, as amended.







# 2023.10.04 Hulsey Charge and Attachment A

Final Audit Report

2023-10-04

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## "2023.10.04 Hulsey Charge and Attachment A" History

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